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ABSTRACT

This report was prepared because of the growing national interest in the questions of work and family dynamics. It puts together 82 key statistics on work and family issues in four major areas: child care, parental leave, alternative work schedules, and elder care. In addition, a chapter of miscellaneous statistics covers areas such as the demographics of women in the work force, corporate nepotism policies, employer relocation policies, and employee assistance programs involving work and family concerns. The source for each statistic is listed; any trends that can be discerned are also set forth in the report. (KC)

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82 Key Statistics on Work and Family Issues

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INTRODUCTION

The growing national interest in the questions of work and family dynamics has centered largely on numbers. For example:

- The numbers of women in the workforce
- The ages of their children
- The number of weeks employees can take off for parental leave
- The costs of day care
- How many workers take care of elderly relatives
- How many days of work are missed each year due to work and family concerns

Currently, Congress is debating two major pieces of work/family legislation – the Act for Better Child Care (S 1885) and the Parental and Medical Leave Act of 1988 (S 2488). For both bills, much of the debate has centered around statistics.

For example, in introducing the bill, S 1885's prime sponsor, Sen. Christopher Dodd (D-Conn), cited several statistics about the entry of mothers into the paid labor force.

"By 1995," Dodd said, "the number of women of child-bearing age in the workforce nationwide will jump to 80 percent."

Sen. John Chafee (R-RI), co-sponsor of the bill, cited a U.S. Census Bureau report that in a one-month period, 5 percent of working parents missed work because of child care problems. Yet only a small minority of businesses, he added, have any kind of child care program for their employees.

S 1885 would authorize $2.5 billion in fiscal year 1989 for child care services for children up to age 15 from families whose income is below the median for the state in which they live. It also would attempt to improve quality of child care through training and licensing requirements.

The Family and Medical Leave Act would require employers with 20 or more employees to provide 10 weeks unpaid leave over a two-year period for childbirth, adoption, or a child's serious illness.

Passage of both bills during this Congress is unlikely – partially because of time constraints, according to one congressional source.

Work and family issues also have become hot politically in 1988. Both presidential candidates have put forth child care programs. And, according to the Congressional Research Service, about 100 child care-related bills have been introduced in this Congress.

This report puts together 82 key statistics on work and family issues in four major areas: child care, parental leave, alternative work schedules, and eldercare.

In addition, there is a chapter of miscellaneous statistics covering areas such as the demographics of women in the workforce, corporate nepotism policies, employer relocation policies, and employee assistance programs involving work and family concerns.

The source for each statistic is listed; any trends that can be discerned from one or a group of statistics also is set forth in the report.

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Appendices to this report include Bureau of Labor Statistics data on what employers offer in the way of child care-related benefits, alternate work schedules, and actual and potential labor force participation rates of women under age 50 with children. In addition, the appendices contain a Bureau of Labor Statistics child care survey. Appendix A was reprinted from BNA's *Bulletin to Management*, Aug. 11, 1988. Appendix B was reprinted from BNA's *Daily Labor Report*, Jan. 15, 1988.

This special report is the ninth in a series produced by the BNA Special Projects Unit for Buraff Publications, Inc., a division of BNA, in conjunction with the Buraff newsletter, *The National Report on Work and Family*.

The report was researched and written by BNA Special Projects Staff Editor Sarah Crim. Roger Feinthel was copy editor for the report; Gwen Moulton was production editor.

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CHILD CARE

The high cost of child care, the lack of availability of quality child care, the pressures on employees – especially working women – to balance work and family responsibilities, and a possible labor shortage over the next decade that could ignite intense employer competition to attract good workers are increasing the interest of legislators and some employers in the idea of providing child care benefits.

The Bureau of Labor Statistics (BLS) estimates that by 1995, two-thirds of all preschool children, and three-fourths of all school-age children will have mothers in the labor force. Currently, 10 million children under the age of six have both parents or their only parent in the workforce.

Billions of dollars in federal grants and tax credits already are spent annually on child care, and these programs are a major issue in the current presidential campaign.

In addition, the Act for Better Child Care (ABC bill) has passed two congressional committees. The bill would authorize $2.5 billion to the states for fiscal year 1989, 75 percent of which would go to families with income levels up to 115 percent of the state's median income, who have children up to age 15.

The ABC bill (S 1885) was approved July 27, 1988, by voice vote of the Senate Labor and Human Resources Committee, and a companion bill, HR 3660, was passed by the House Education and Labor Committee on Aug. 10, 1988.

Further evidence of congressional interest is the fact that more than 100 bills on child care are pending in Congress, according to Sharon Stephan, senior analyst for the Congressional Research Service.

The federal government currently spends about $4 billion a year on child care tax credits for which families can qualify regardless of income. According to the National Commission on Working Women, 7.6 million families used the Dependent Care Tax Credit in 1984. Under this tax law provision, parents may reduce their taxable incomes by up to $2,400 for the cost of care of one child and $4,800 for two or more children.

Child care is especially difficult for working families with modest incomes to finance. Studies have shown that many lower-income families cannot afford to have both parents work unless low-cost child care is available.

For example, child care costs an average of $3,000 per child per year, according to the Children's Defense Fund (CDF). Based on this figure, the organization estimates that a working couple aged 18 to 24 with the median annual earnings for their age group – $16,000 – would spend 19 percent of their income for child care if they had one child, and 38 percent if they had two.

Child care assistance, however, is a benefit that several studies show is offered only by a small minority of U.S. businesses, despite the growing public interest.

The number of companies that help their employees with child care is small, compared with the number of working mothers who need care for their children while they are at work.

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According to 1988 Bureau of Labor Statistics figures, child care benefits or services are offered by only 11 percent of employers with 10 or more employees. About 2 percent of employers sponsor day care centers, while about 3 percent offer financial assistance to be used for child care. Most of the assistance was in the form of counseling and information about or referrals to available child care.

Critics claim that even these figures may be inflated, because they are more than eight times higher than the next highest estimate. BLS's unit of study was "establishments with 10 employees or more," rather than "companies," as most surveys use.

A recent study, for example, by the Conference Board, a New York-based research organization, showed that only an estimated 3,300 of the 44,000 companies in the United States with more than 100 employees provide child care services for their workers. Of these, more than one-half offer their assistance in the form of dependent care spending accounts through the firms' flexible benefits plans. About 750 sponsor child care centers, while 800 offer employees information and/or referral services.

Studies show, however, that large majorities of employees would welcome help from their employers. Reflecting the growth in the number of working mothers, the number of day care providers has increased rapidly in just the last 10 years. More than 60,000 licensed day care centers existed in the United States in 1985, according to CDF. By comparison, a national survey conducted in 1977 by Abt Associates reported only 25,000 such centers. In addition, 167,000 family homes were registered to provide day care in 1985, up from 115,000 in 1977.

Nevertheless, these statistics may be on the verge of changing. Calling child care a "vital business issue," the Business Roundtable, a lobbying organization of the chief executive officers of 200 major corporations, in 1988 surveyed 84 major corporations and found that 51 percent of them plan to implement new child care policies in the next two years, 27 percent may implement new policies, and 15 percent have no plans. Only 2 percent said they had no need for child care policies and facilities.

1. Numbers of working parents

Statistic: In one-fourth of the 64 million American families, both parents work, and the children are age 14 or younger.

Source: Child Care: A Workforce Issue, *U.S. Department of Labor, April 1988.*

2. Costs of Child Care

Statistic: The typical yearly cost of full-time child care in major U.S. cities and suburbs was $3,000 in 1987 for one child.

Statistic: The average weekly cost of full-day child care in 1987 in Boston, New York, Atlanta, St. Louis, Dallas, Denver, and San Francisco was $75 for family-based care for newborns through children age three, and $91 per week for care in a day care center.

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Statistic: Costs for children ages three to five were $68 per week for family day care and $71 for care in a center.

Source: Child Care: The Time Is Now, *Children's Defense Fund, 1987.*

These figures show that child care ranks as one of the major expenses for working families, along with food, clothing, and shelter, according to many experts.

3. Absenteeism rates

Statistic: Women with children under 12 years of age missed 11.7 days of work per year, compared with women with no children, who missed only 9.6 days, according to one 1983 survey. Fathers of children under 12 missed 9.4 days per year, while those without children missed 7.4 days.

Source: Research Regional Institute for Human Services at Portland State University, 1983.

This study is based on responses by 8,200 employees in the Portland, Ore., area (41 percent of the 20,000 contacted). The study's finding that absenteeism rates tended to be higher for both male and female workers with child care responsibilities often is pointed out by child care advocates as being evidence that employers as well as employees could benefit from helping employees obtain child care.

4. Problems with child care arrangements

Statistic: Only 18 percent of working mothers whose children receive child care are pleased with their child care arrangements, according to one woman's magazine readership poll.

Source: 1988 survey of 2,034 working mothers by Working Mother *magazine.*

5. Difficulties with child care arrangements

Statistic: Fifty-six percent of respondents to one 1986 survey said they had difficulty in arranging quality child care.

Source: Survey of 762 employees of Virginia-based Dominion Bankshares Corp., 1986.

6. Availability of benefits

Statistic: Fifty-eight percent of respondents to a 1988 survey of members of The American Productivity and Quality Center said their organizations are thinking about offering child care benefits, and 80 percent said they thought their employees would welcome such benefits. However, of 283 respondents to the survey, only 12 offered on-site day care, 10 helped pay part of the cost of off-site day care, 41 offered flexible benefits that could be used to

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help pay for day care, and 27 offered day care information and/or referrals.

Source: American Productivity and Quality Center survey, April 1988.

7. Use of tax exclusion

Statistic: Use of the tax exclusion for employer-provided child care services rose from $20 million in fiscal 1984 to $65 million in fiscal 1987, according to a 1988 Department of Labor survey. The tax break allows taxpayers to exclude from their income up to $5,000 of cash or services provided by their employers for child care assistance.

Source: Child Care: A Workforce Issue, *U.S. Department of Labor, April 1988.*

8. Public employees

Statistic: Fewer than 25 percent of states provide day care assistance of any type to public employees.

Source: 1988 State Employee Benefits Survey, *Workplace Economics Inc.*

9. Employer-supported day care centers

Statistic: U.S. employers operate about 750 day care centers, and between 66 percent and 80 percent of these are operated by health care providers.

Source: Josephine Disterhoft, director of Parkside Human Services, in a speech to the 24th annual conference of the American Society for Healthcare Human Resources Administration. Reported in Aug. 8, 1988, issue of BNA's Employee Relations Weekly.

Disterhoft said opening day care centers for employees' children can help health care providers remain competitive. She noted that American Bankers Life Insurance Co.'s turnover rate dropped from 17 percent to 4 percent and absenteeism declined by 25 percent after it opened two child care centers for employees' children in Miami, Fla.

10. Number of child care workers

Statistic: The United States has 1.2 million child care workers, according to Labor Department estimates. This number is up by 65 percent from the 727,000 such workers counted in the 1980 census. Thirty-three percent (400,000) of these workers are employed in private households.

Source: Bureau of Labor Statistics, 1987.

11. Earnings of child care workers

Statistic: Full-time child care workers had median annual earnings of $9,200 in 1984.

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Source: American Demographics, August 1988, "Why Child Care Is Good for Business," by David E. Bloom and Todd P. Steen.

12. Turnover among child care workers

Statistic: The annual turnover rate in the child care industry is nearly 45 percent, compared with 18 percent for all workers.

Source: American Demographics, *August 1988, "Why Child Care Is Good for Business," by David E. Bloom and Todd P. Steen.*

13. Day care centers

Statistic: In 1986, about 40,000 day care centers were in operation with a total capacity of 2.1 million children; about 105,000 licensed family day care homes existed.

Source: "Child Care: The Facts," Child Care Action Coalition, 1988.

14. Family day care

Statistic: About 94 percent of family day care homes are unlicensed; such homes total about 1.75 million.

Source: "Child Care: The Facts," Child Care Action Coalition, 1988.

15. Cost to business

Statistic: Child care-related absenteeism costs U.S. business about $3 billion annually.

Source: Child Care Action Coalition, 1988.

16. Working mothers of childbearing age

Statistic: Almost 69 percent of women of childbearing age are employed, and 60 percent of all women having babies work during pregnancy.

Source: March of Dimes Birth Defects Foundation, 1987.

17. Who provides the care?

Statistic: Of 25 million children age 13 and under, 5.5 million were in day care in another's home, 1.5 million were in child care centers, and 7.5 million received care in their own homes, either from a relative or a non-relative.

Source: National Commission on Working Women, 1987.

18. Alternative Care

Statistic: For the remaining 10.5 million children, other arrangements were made. These included caring for the

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children at the mother's place of work and combining several part-time child care arrangements.

Source: National Commission on Working Women, 1987.

19. Federal fund cuts

Statistic: Social services block grants under Title XX of the Social Security Act—the largest federal child care assistance program, designed to help lower-income parents—declined 50 percent from fiscal 1977 to fiscal 1987, when adjusted for inflation.

Source: "State Child Care Fact Book 1987," Children's Defense Fund, 1987.

20. Adequacy of child care

Statistic: Fifty-three percent of respondents to one survey of employees said the United States does not have enough child care facilities to serve current needs. Twenty-six percent said enough do exist, and 21 percent said they were not sure.

Source: 1988 poll of 600 general population employees conducted by Marttila & Kiley for the American Federation of State, County and Municipal Employees.

21. Details of child care arrangements

Statistic: Care by the worker's spouse was the child care arrangement most often used by respondents to the AFSCME poll who had children under age 6. Twenty-seven percent had their spouse care for the child.

Other arrangements used were:

- **Employee and spouse work different hours so they can take care of their child or children (17 percent)**
- **Relative or friend cares for the child at their home (10 percent)**
- **Babysitter at the babysitter's home (9 percent)**
- **Babysitter at employee's home (8 percent)**
- **Nursery school (8 percent)**
- **Commercial non-profit child care center (7 percent)**
- **Relative or friend cares for child at employee's home (5 percent)**
- **A kindergarten (4 percent)**
- **Employer-sponsored child care center (4 percent)**
- **Other (3 percent)**
- **Not sure (1 percent)**

Source: 1988 AFSCME poll.

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PARENTAL LEAVE

Parental leave is among the many growing issues surrounding child care. Illustrating the increasing importance many people attach to such leave is the progress in Congress of S 2488, a bill that would require employers with 20 or more employees to provide 10 weeks unpaid leave over a two-year period for childbirth, adoption, or a child's serious illness.

The bill, sponsored by Sen. Christopher Dodd (D-Conn), won approval by the Senate Labor and Human Resources Committee July 14, 1988, and is awaiting a floor vote in the Senate.

A study by Robert R. Nathan Associates, a Washington, D.C.-based research firm, found that an earlier version of the bill, the Family and Medical Leave Act (HR 925)—which would have mandated that employers with 15 or more employees grant parents of newborn or newly adopted children 18 weeks of unpaid parental leave—would cost U.S. business between $227 million and $692 million a year.

A study by the U.S. General Accounting Office found that HR 925 probably would cost employers about $102 million annually, mainly for continued health insurance during the leave period.

22. Support for parental leave

Statistic: Fifty-two percent of respondents to a 1987 network news poll said companies should be required by law to let men and women take as much as 18 weeks unpaid leave after the birth or adoption of a child.

Source: August 1987 NBC News public opinion poll.

Statistic: Seventy-seven percent of respondents to one 1987 survey either strongly agreed or somewhat agreed with the following statement: "Fathers, as well as mothers, need parental leave upon the birth, adoption, or serious illness of a child."

Source: May 1987 survey by Opinion Research Corp.

Most polls and studies show that support for a mandatory parental leave law is strongest among working women, but support appears to be strong among all categories of people.

23. Flexible schedules, flexible leave

Statistic: Four out of 10 employers with flexible work schedule policies also have flexible leave policies, including personal leave for short-term needs, extension of maternity or paternity leave, or parental leave.

Source: January 1988 Bureau of Labor Statistics (BLS) survey.

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The BLS survey of 10,000 corporations and 200 governments with at least 10 employees found that 60 percent of employers offered flexible work schedules. Many companies that have flexible schedules have more than one policy designed to help employees with work/family concerns.

24. Public sector parental leave

Statistic: Unpaid maternity leave is granted to public employees by 44 states and unpaid paternity leave by 31.

Source: 1988 State Employee Benefits Survey, *Workplace Economics, Inc.*

Statistic: An analysis by one public sector union of 85 contracts that cover 1,000 or more employees found that 72 of the contracts contained provisions that give employees the right to maternity or parental leave and guarantee they can return to their jobs. Of these, 63 provided leaves of specific lengths. Forty-nine provided the right to leaves for four months or more. These 49 agreements covered about 646,000 employees, or 86 percent of the sample.

Source: Leading the Way: Parental Leave Arrangements in AFSCME Contracts, *American Federation of State, County and Municipal Employees, April 1988.*

Public employees are offered parental leave in some form by most states, but fewer than 25 percent of states extend any day care assistance, according to a 1988 survey by Workplace Economics Inc. The survey, which covered all 50 state governments and 21 state labor organizations, also found that only 12 states offer day care assistance, including day care centers (five states), financial assistance (two), and referrals (two).

According to 9to5, the National Association of Working Women, 60 percent of working women have no form of maternity leave.

25. Adoption leave

Statistic: Twenty-five percent of companies that responded to one 1983 survey said they provided leave to employees adopting children.

Source: BNA Policy and Practices Forum survey, 1983.

The BNA survey found that of those companies that said they provide adoption leave, 77 percent offered time off without pay. Time limits on such leave ranged from two weeks to one year, with a median time of six months, the survey showed.

26. Adoption benefits

Statistic: The number of companies providing adoption benefits, including leave, increased from 10.3 percent in 1980 to 27.5 percent in 1984.

Source: 1984 Catalyst survey.

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Catalyst's survey found that 39 percent of larger companies and 31 percent of medium-sized companies offered adoption policies, while 13 percent of smaller companies did so.

27. Fully paid pregnancy leave

Statistic: Pregnancy leave was partially or fully paid by more than 80 percent of the 357 firms that responded to one survey.

Source: 1987 survey by the American Society for Personnel Administration.

One-fifth of the respondents to the ASPA survey offered a fully paid pregnancy leave. The survey found that firms with 501 to 1,000 employees are the most likely to provide leave with full pay.

28. Availability of maternity leave

Statistic: One survey showed that more than 80 percent of the firms that responded granted maternity leave.

Source: June 1983 BNA Personnel Policies Forum survey.

About one-fourth of the companies in the PPF survey limited maternity leave to between one month and four months, another one-fourth provided leave of five months to nine months, and about 10 percent of the employers allowed maternity leaves of one to two years.

29. Availability of parental leave

Statistic: Twelve percent of the groups of workers in one 1987 survey received 18 or more weeks of job-protected parental leave.

Source: National Council of Jewish Women study, 1987.

Although it was not a scientific random sample, NCJW's survey covered 2,243 employers employing 4.47 million people. The study found that the types of parental leave benefits that were made available varied in different female-dominated industries.

The biggest gap in availability of parental leave benefits was found among the largely female part-time workforce. For example, nurses and nurses' aides (more than 90 percent of them women) were about as likely as the average group to receive benefits in all major areas that were studied. However, temporary administrative support workers (most of them women) were unlikely to receive any leave benefits for maternity.

James T. Bond, director of NCJW's Center for the Child, said the Family and Medical Leave Act "would very significantly increase the availability of unpaid, job-protected medical and parental leaves ... for part-time workers."

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30. Individualized benefits

Statistic: Thirty percent of companies negotiated maternity leaves on an individual basis in 1986.

Source: 1986 Catalyst survey on corporate parental leave policies.

Margaret Meiers, senior associate for programs at Catalyst, noted that individually negotiated maternity leave is akin to using "parental leave as a performance appraisal tool." She called this unfair, noting that if an employer wants to get rid of a less than satisfactory employee, the employer should use the performance appraisal system, not maternity leave – or the lack of maternity leave – to do it.

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ALTERNATIVE WORK SCHEDULES

The needs and demands of employees are changing, many experts agree, partly because of the increased number of working women, an increase in the number of single working parents, and economic pressures that force both spouses in a family to work. Although the traditional 9-to-5 work week remains the dominant scheduling choice of most employers, statistics show that companies in all industries increasingly are using alternative work schedules that help employees to balance their work and family responsibilities.

Responses to a 1987 survey of *Personnel* magazine readers and human resources managers indicated that the most popular alternative work schedule is the permanent, part-time arrangement, followed by flextime (varying of starting and quitting times).

Many users of permanent part-timers said such an alternative schedule can be a cost-effective practice that increases flexibility and works to fill special industry demands.

Users of flextime found that it reduces turnover by meeting employees' needs. The advantages of permanent part-time schedules most frequently mentioned by respondents included reduced labor costs, better coverage of the workplace, and better work scheduling.

The statistics in this chapter indicate that the numbers of part-time workers—most of whom are women—are increasing. Also growing are the numbers of workers using flextime and the numbers of workers who are holding down more than one job.

31. Use of flextime increases

Statistic: Twenty-eight percent of responding employers in one 1986 survey had flextime programs for their workers, compared to 15 percent for a similar survey in 1977 and 22 percent in 1981.

Source: 1986 survey by the Administrative Management Society.

While a steady increase in the number of firms with flextime programs is taking place, disparities exist in the types of employees to whom flextime is made available. The 1986 AMS survey also showed that only 49 percent of firms with flextime offered the program to hourly workers, while 74 percent offered it to professional/technical employees.

32. Numbers of flextime workers

Statistic: About 9.1 million full time wage and salary workers (excluding the incorporated self-employed) who worked during the survey reference week in May 1985 were reported as having a work schedule that allowed them to vary their beginning and ending hours of work.

Source: May 1985 special supplement to "Current Population Survey," Bureau of Labor Statistics (BLS).

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33. Availability of flextime

Statistic: Flextime or other schedules enabling workers to vary the start and end of their work day were available to about 12 percent of the wage and salary workers with full time jobs.

Source: BLS, supplement to "Current Population Survey," 1985.

34. Use of flextime

Statistic: Flextime scheduling has doubled in the past 10 years, according to a 1987 survey by the American Management Society (AMS). About 30 percent of the 348 respondents said flextime is used currently in their organizations. This compares to 15 percent in a similar study in 1977. About 89 percent of the firms allow workers to report at or before 8 a.m., while 83 percent require employees to report by 11 a.m. The most frequently used core time is 9 a.m. until 3 p.m.

Source: "Flextime Doubles in a Decade," Edward G. Thomas, Management World, *Vol. 16, No. 3, April/May 1987.*

According to AMS, the three most significant advantages of flextime are improvements in employee attitude and morale, ability to accommodate working parents, and decreases in tardiness.

Some 348 AMS members completed questionnaires that investigated flextime, work week scheduling plans, and the use of job sharing.

35. Flextime in private and public sectors

Statistic: The likelihood of flexible scheduling was slightly higher in the private sector (12.6 percent) than in the public sector (11.3 percent) in 1985.

Source: BLS, supplement to "Current Population Survey," 1985.

BLS noted, however, that availability was 20 percent in the federal government, where many agencies have formal flextime programs. Within the private sector, those in service-producing industries had higher proportions (14.5 percent) with the freedom to vary work times than those in goods-producing industries (9.8 percent).

36. Flextime: part time and full time

Statistic: Workers on flextime schedules accounted for 20 percent of the nation's part-time workers in 1985, and 12.3 percent of full-time wage and salary earners, excluding the incorporated, self-employed.

Source: BLS Survey, 1985.

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37. Flextime offered

Statistic: Among employers with work schedule policies that help parents handle child care arrangements, four out of 10 had flextime, in one BLS survey. Four in 10 also reported flexible leave policies, including personal leave for short-term needs, extension of maternity/paternity leave, or parental leave.

Source: January 1988 BLS survey of 10,000 corporations and 200 government agencies.

Employers that have one policy whose purpose is to help employees with work and family needs tend to have other policies that help employees ease work and family strains. Examples of companies that combine alternative work schedules with other policies include Merck & Co., a pharmaceutical firm in Rahway, N.J., and Steelcase Inc., an office furniture manufacturer in Grand Rapids, Mich.

38. Number of part-time workers

Statistic: In 1987, an average of 19.5 million Americans—17.3 percent of the workforce—were working part time.

Statistic: Between 1968 and 1982, the proportion of employees working part time grew from 14 percent to 18 percent.

Source: BLS surveys for the years listed.

BLS economist Thomas J. Nardone, in the February 1986 *Monthly Labor Review*, attributed the recent decline in the number of part-time workers to the strengthening of the economy. Overall, however, the number of part-time workers has grown steadily over the past 20 years.

Nardone said part-time work is concentrated in the fast-growing retail and service sectors of the economy. This is especially true of voluntary part-time workers, who make up about 75 percent of all people who work part time. Almost 80 percent of voluntary part-time workers are employed in services or retail trade, he noted.

39. Benefits for part-time workers

Statistic: Seventy-three percent of 484 firms surveyed in 1985 offered medical benefits to part-time employees who worked at least 30 hours a week; 99 percent offered medical benefits to full-time employees.

Source: 1985 survey by Hewitt Associates.

Statistic: Forty percent of the employers in one 1987 survey offered holiday and vacation pay to their part-time employees. About one-third provided health insurance and sick pay.

Source: 1987 Administrative Management Society labor survey of company managers at 560 firms.

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Hewitt's survey found that just under half the firms offered medical benefits to employees working between 20 and 29 hours a week, and only 13 percent offered benefits to part-timers working fewer than 20 hours a week. Fewer than two-thirds of the companies offered paid sick leave to part-timers: 62 percent provided this benefit for those working 30 or more hours a week, although 90 percent offered paid sick leave to full-time employees.

Criticism of part-time work by labor unions and others has centered on the lower pay and fewer benefits usually earned by part-time workers. However, employer cost-cutting efforts are not the only reason for the low percentages of benefit coverage for part-timers. Under private sector group health insurance plans, health insurance companies commonly do not offer coverage to employees working fewer than 30 hours a week, according to the Association of Part-Time Professionals.

40. Child care and part-time work

Statistic: Almost 35 percent of women working at or looking for part-time jobs said they would work longer hours if child care were available, according to one 1986 survey.

Source: "Working at the Margins: Part-Time and Temporary Workers in the United States," 9to5, the National Association of Working Women, 1986.

41. Home workers

Statistic: A private survey found that the number of workers in the United States in 1987 who perform some or all of their primary jobs at home was 20.6 million, compared to 18.1 million found two years earlier in a Department of Labor survey.

Sources: "1987 National Work-at-Home Survey," conducted by the ESU Telework Group of LINK Resources, and May 1985 "Current Population Survey" conducted by U.S. Department of Labor.

"Two things stand out above all else so far in this year's finding," offered Thomas E. Miller, director of research for ESU. "More people are relying upon the computer to help them be productive at home. And, not only are more people working at home, they are also spending longer hours at home, including both corporate after-hours homeworkers and self-employed entrepreneurs."

Whether home workers use computers or not, however, nearly three-fourths of them said they feel they get as much or more work done at home than they would doing the same tasks at an office or other worksite.

Statistic: Of the 17.3 million people with any home-based work in non-farm occupations, about 9.6 million (55 percent) were men, a 1985 BLS survey revealed. Women, however, averaged about 11.1 hours per week on home-based work, while men put in 9.3 hours. About 8 percent of the women worked 35 hours or more at home, compared with 4

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percent of the men. Overall, 60 percent more women than men worked the equivalent of a full-time week at home.

Source: BLS, supplement to "Current Population Survey," 1985.

Statistic: About 600,000 married mothers with children under six years of age reported some home-based work. More than one-fifth of these women worked at home for 35 or more hours as part of their contribution to the job market.

Source: BLS, supplement to "Current Population Survey," 1985.

BLS said this statistic showed that while men "outnumbered women in the general classification of home-based work, women who worked at home had a stronger commitment to the home as a workplace." Home-based work, said BLS, "offers a chance for some persons with children to more effectively combine the roles of parent and worker. Elimination of commuting and child care expenses can be a strong incentive for households with young children to experiment with home-based work."

42. Moonlighting workers

Statistic: Between 1980 and 1985, the number of women with two jobs or more rose by almost 40 percent to 2.2 million, one survey showed. Over the same period, the multiple jobholding or "moonlighting" rate for women (percent of employed with more than one job) jumped from 3.8 percent to 4.7 percent.

Statistic: For women who moonlighted, total weekly earnings from all jobs ($241) were equal to a little more than half of the earnings of moonlighting men ($450).

Source: BLS, supplement to "Current Population Survey," 1985.

According to BLS, moonlighting among women has been "rising steadily since 1970, paralleling their continued increase in overall labor force participation." BLS found that single men and women were more likely than other groups to moonlight to accumulate savings for the future, and that financial considerations "played a much more important role in the decision to moonlight for widowed, divorced, and separated workers." More than two-thirds of the women (and almost half of the men) who moonlighted cited either the need to meet regular expenses or to pay off debts as their reason for working at more than one job.

43. Part-time workers

Statistic: Women were more likely than men to prefer fewer hours and less pay in 1985.

Source: BLS, supplement to "Current Population Survey," 1985.

Family responsibilities apparently weigh heavily in the decision to work part time. In the 25-to-54 age group, where, BLS noted, "child care and other household responsibilities are greatest,"

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about 10 percent of the women and 6 percent of the men wanted fewer hours.

44. Temporary help

Statistic: Only about one-fourth of workers employed by the temporary help industry are in businesses that provide at least part of the cost of hospitalization, surgical, medical, and major medical plans.

Source: BLS survey, June 1988.

Because about two-thirds of the temporary help industry is female, according to a May 1985 BLS survey, "This difference clearly reflects the benefits offered to many women by the temporary help supply service industry, particularly the combination of flexible work schedules and the opportunity to acquire needed experience and job market exposure. In addition, the industry has a large number of administrative support jobs, and a disproportionate number of women are traditionally employed in such clerical positions.

"Women with family responsibilities are particularly attracted to temporary employment because it provides the flexible work schedules that allow them to reconcile work outside the home with family commitments."

The flexibility of part-time work is traded off, however, for fewer benefits. Employees of the temporary help service industry receive considerably fewer benefits than their full-time counterparts across a wide spectrum of private sector jobs, according to the 1988 BLS data.

45. Job sharing

Statistic: Sixteen percent of respondents to one employer survey allowed job sharing.

Source: 1986 employer survey conducted for the Administrative Management Society by Goodmeasure Inc.

A similar survey by AMS in 1981 showed that only 11 percent offered job sharing. More than half of the firms responding to the 1986 survey said job sharing had been in place for less than five years.

46. Who are the job sharers?

Statistic: Sixty-five percent of respondents to one survey who said they offered job sharing said they made it available to clerical/secretarial staff, and 46 percent said they offered it to hourly workers. Slightly more than 25 percent of the respondents offered the program to professional/technical staff, 15 percent to supervisors, 9 percent to middle managers, and 5 percent to senior managers.

Source: 1986 employer survey conducted for Administrative Management Society by Goodmeasure Inc.

Job sharing is offered most frequently to clerical and hourly workers, whose job duties are perceived to be less complicated than those of high-level personnel.

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ELDERCARE

The same demographic patterns that have brought child-related work and family issues to the fore in many workplaces also are helping bring the issue of eldercare to the attention of some employers.

The influx of women into the workforce and the aging of the baby boom generation are the two main statistical trends that are resulting in increasing numbers of (mostly female) workers who hold down jobs, often have the primary responsibility for raising their children – and also are responsible for taking care of an elderly relative.

Studies show that people who provide such care who also are in the workforce may number in the millions. According to the National Association of Area Agencies on Aging, "projections suggest that about 75 percent of women between 45 and 60 will be in the labor force after the turn of the century."

Eldercare providers often are referred to as members of the "sandwich generation," people who take care of teen-age children and an elderly relative in addition to their work responsibilities. These people often are among the more experienced employees where they work, but their dual responsibilities result in increased levels of stress, exhibited by higher levels of absenteeism and chemical dependence.

Although the number of employers offering eldercare assistance is small, the issue of the need for such assistance probably will grow during the 1990s. Studies show that a significant percentage of employers are aware that workers' eldercare responsibilities reduce their productivity.

47. Larger companies offer more assistance

Statistic: Forty-one percent of companies of 2,500 or more employees said they provided some kind of eldercare help, and another 17 percent were considering providing such help. Only 4 percent of small companies (fewer than 250 employees) said they provided such care, and 32 percent were considering it.

Source: New York Business Group on Health (NYBGH) survey of member companies on their perceptions about employee eldercare problems and needs, 1986.

As in child care assistance, larger companies seem more inclined to provide eldercare services for their employees because they have the resources to do it.

48. Women are chief care providers

Statistic: A 1986 study of employees at five worksites found that the likelihood of being a care provider is greater for women than it is for men. Compared to employee respondents in general, the likelihood of having care-giving responsibilities is greater for women, employees over the age of 40, widowed individuals, those in production or technical posi-

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tions, and those with six or more years with the company.

Source: Study by American Association of Retired Persons, 1986.

49. Tax credit

Statistic: Thirty-nine percent of employers in one survey were in favor of expanding the dependent care tax credit eligibility for aged dependents.

Source: Survey by The Institute on Aging, Work and Health and The Washington Business Group on Health, December 1987.

The dependent care tax credit is a "no cost" item to employers, and one that is helpful to care-provider employees. It currently is available, however, only to employees whose elderly relatives are their legal dependents. Section 129 of the Internal Revenue Service Code makes care of the elderly a nontaxable benefit for employees and employers who include a dependent care assistance plan as part of their flexible benefits plan. Employees whose elderly relatives are their legal dependents can set aside tax-free dollars of their salary, up to a yearly limit of $5,000, which they can draw on to meet eldercare expenses.

50. Long-term care

Statistic: Thirty-eight percent of large employers in one 1988 survey said they have investigated or plan to investigate the possibility of offering a long-term care benefit to employees and retirees. An additional 26 percent said they planned to investigate the possibility of offering long-term care benefits within the next two years.

Source: Survey by The Washington Business Group on Health, 1988.

Long-term care refers to the costs of caring for a person either in an institution such as a nursing home or at home, with the help of, for example, visiting nurses. Very few employers offer such coverage in their medical benefits plans.

51. Numbers of adult dependents

Statistic: A total of 8.5 million severely disabled adults are part of U.S. households with at least one other adult.

Source: "Providing for Dependent Care," Suzanne E. Meeker and Nancy Duff Campbell, Business & Health, *Vol. 3, No. 7, June 1986.*

52. Future employment of care providers

Statistic: By the year 2000, 75 percent of all women between the ages of 45 and 60 probably will be employed.

Source: "Breadwinners, Caregivers, and Employers: New Alliances in an Aging America," Janice L. Gibeau, Jeane W. Anastas, Pamela J. Larson, Employee

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Benefits Journal, *Vol. 12, No. 3, September 1987.*

Women between the ages of 45 and 60 more often are the primary care providers for the aged. Michael Creedon, director of corporate programs for the National Council on the Aging, Washington, D.C., predicted that the growth in numbers in the workforce of these women—coupled with a shortage of workers in their teens and 20s due to the "baby bust" of the 1970s—will force employers to help them with these responsibilities.

53. Alzheimer's care providers

Statistic: One 1984 study, which surveyed 501 people who took care of Alzheimer's Disease patients, found that 71 percent of the care providers were women, the average age of the care provider was 57, and 44 percent of the care providers were employed.

Source: 1984 study by Duke University Center for the Study of Aging and Human Development.

54. Care providers and stress

Statistic: Twelve percent of the care providers in one 1984 study said they drink alcoholic beverages to cope with the psychological strains of providing care.

Source: Study by Duke University Center for the Study of Aging and Human Development, 1984.

In the Duke study, care providers reported three times as many stress symptoms as the general population. They also were two to three times more likely than the general population to take prescription medications designed to reduce anxiety, alleviate depression, or help with sleep problems.

55. Conflicts with work

Statistic: Seventy-seven percent of working women who also provide care said they had experienced a conflict between work and care-giving demands, and 35 percent said providing care had adversely affected their work, usually because of time pressures or worry.

Source: National Association of Area Agencies on Aging study, 1987.

56. Productivity considerations

Statistic: Fifty-seven percent of the employers in one study said they had received requests for time off, 39 percent for leaves of absence, 26 percent for changes in work schedules, 17 percent for early retirement, and 27 percent for other special considerations because of care-giving responsibilities.

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Source: National Association of Area Agencies on Aging study of 35 employers, 1987.

57. Employer awareness

Statistic: One 1986 study found a high degree of employer awareness of work-related problems among employee care providers. Seventy-three percent noted tardiness among such employees, 75 percent cited unscheduled days off, 58 percent noted emergency hours off, 67 percent noticed absenteeism, and 64 percent were aware of excessive use of the telephone by employee care providers.

Source: New York Business Group on Health (NYBGH) survey of member companies on their perceptions about employee eldercare problems and needs, 1986.

58. Quitting work

Statistic: Nearly one-fourth of the workers in one survey had considered quitting their jobs because of their elder-care responsibilities, and nearly one-third had considered making changes in their work.

Source: National Association of Area Agencies on Aging study (1987).

The association's statistics show that both employers and care provider employees are aware that the employees' dual responsibilities at work and at home have a negative effect on work performance.

59. Availability of benefits

Statistic: Only about 3 percent of U.S. companies now provide some kind of eldercare benefit for their workers, most of it of an informational nature.

Source: April 1987 University of Bridgeport (Conn.) study.

Michael Creedon of the National Council on the Aging noted that eldercare as an employee benefit issue currently is at the level employer awareness of child care was 15 years ago.

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OTHER STATISTICS

This chapter includes statistics in several key areas that have direct or indirect bearing on work and family issues: women in the workforce, relocation assistance, employee assistance programs, and corporate nepotism policies.

60. Number of women in the workforce

Statistic: The number of women who work is 2.5 times the number of women who worked in 1950, and is half again the number who worked in 1970. In late 1987, 56.5 percent of women over age 20 were working.

Source: Bureau of Labor Statistics (BLS) population surveys for the years listed.

61. Earnings lost

Statistic: The lack of guaranteed jobs for women who leave the workforce to have children and who want to go back to work later costs about $715 million a year in lost earnings and productivity.

Source: "Unnecessary Losses: Costs to Americans of the Lack of Family and Medical Leave," Institute for Women's Policy Research, 1988.

The institute's report said earnings losses of working women who bear or adopt children total about $31 billion annually, with the average woman losing $14,000 in earnings over three years—the year before the birth and the two years after the birth.

Women who had no leave except vacation incurred an additional $607 million total annual loss in earnings compared with women who had some type of family or maternity leave.

Another $108 million in public assistance payments went to women who had no job leave, for a total loss of $715 million annually.

62. Minimum wage workers

Statistic: In 1986, women comprised 60 percent of minimum wage workers.

Source: BLS's 1986 Current Population Survey.

63. Women close the earnings gap

Statistic: Since the second quarter of 1979, median weekly earnings of women working full time have risen by 76 percent, while those of men have increased by only 54 percent.

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All women working full time reached their peak earnings ($355 a week) in the 35-to-44 age group, while men reached their peak earnings level ($550) in the 45-to-54 age group.

Source: BLS data released in August 1988.

BLS analysts suggested that the difference in pay increases reflects several factors, including the "catch-up" in wage gains that many women workers have received as they stay in the workforce longer and move to higher-paying jobs. The dramatic growth of the service industry, where many women are employed, is another factor.

64. Families maintained solely by women

Statistic: The number of families maintained solely by women, as a percentage of all families, increased from 9.8 percent in 1960 to 16.1 percent in 1986.

Source: U.S. Bureau of the Census, Current Population Reports, Series P-20, No. 417, 1986.

65. Women workers of childbearing age

Statistic: In 1955, 36.3 percent of women aged 30-34 were in the labor force, compared with 70.9 percent in 1986. The corresponding percentages for women in the 25-29 age group were 35.7 percent in 1955 and 72.3 percent in 1986.

Sources: U.S. Department of Labor, Women's Bureau, United Nations Decade for Women, 1976-1985; Employment in U.S., July 1985; U.S. Department of Labor, BLS, Perspectives on Working Women: A Databook, *Bulletin 2080, U.S. Government Printing Office, Washington, D.C., October 1980.*

Women in their prime childbearing years have entered the workforce in ever-increasing numbers in just 30 years, according to the Department of Labor, thus increasing the pressure on employers to provide some form of child care assistance and parental leave.

66. Mothers of infants in the workforce

Statistic: The latest Census Bureau survey on fertility patterns of American women showed that in June 1987, 50.8 percent—about 1.9 million women—returned to the labor force within 12 months of having a child. Comparable bureau data showed that in 1976, 31 percent returned to the workforce within a year of having a child.

Source: U.S. Bureau of the Census data for the years listed.

For the first time in U.S. history, more than 50 percent of all mothers are returning to the workforce within a year after the birth of a child, the Census Bureau reported on June 16, 1988. The rapid growth in the number of working mothers of young children has intensified

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the pressure on both government and the private sector to help with the problem of high-quality, affordable day care. The growth of dual-career couples and single parents means that "the most essential company benefit of the 1990s for working parents will be child care," Secretary of Labor Ann McLaughlin told the Business Roundtable June 18, 1988.

67. Employer expenses for relocation

Statistic: The expense of relocating an employee—measured by such costs as home sale, home finding, and transportation—averaged $29,400 in 1987, an increase of about 7 percent over the 1986 average of $27,630.

Source: Merrill Lynch Relocation Management's 16th annual survey of relocation costs and transfer policies in 613 major industrial and non-industrial firms, 1987.

68. Numbers of transferred employees

Statistic: Firms surveyed by Merrill Lynch transferred an average of 191 employees in 1987, compared with 180 in 1986. Fifty-nine percent of the surveyed firms said they expect their relocation volume to remain about the same in 1988, while 17 percent expect an increase, and 24 percent foresaw a decrease.

Source: Merrill Lynch Relocation Management's 16th annual survey of relocation costs and transfer policies, 1987.

69. Changes in relocation policies

Statistic: The Merrill Lynch survey found that changes in relocation policies were made in 1987 by 24 percent of the surveyed firms. Ten percent of these firms said they began offering, or they liberalized, assistance for spouses of employees who were being transferred.

Source: Merrill Lynch Relocation Management's 16th annual survey of relocation costs and transfer policies, 1987.

70. Dual-career families

Statistic: About 60 percent of transferred employees in one survey were part of a dual-career family.

Source: 1987 trend survey of the members of the Employee Relocation Council, a membership organization comprising companies concerned with employee transfer.

ERC member-companies project that approximately 280,000 people will relocate in 1988.

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71. "Trailing spouses" with careers

Statistic: Nearly 39 percent of transferred employees in one survey had spouses who were employed more than 30 hours a week, and the percentage of spouses described as "career-oriented" was put at 23.7 percent.

Source: 1987 ERC trend survey.

Problems with relocation assistance are especially acute in cases where the spouse of the employee being relocated has a career rather than a job. "In the last few years, reluctance to move because of career and income" in dual-income families has become a "relatively new problem in terms of impact on the relocation industry," said Anita M. Brienza, ERC director of public relations and advertising.

72. Spouse employment assistance

Statistic: Twenty-seven percent of 613 firms surveyed provided some kind of spouse employment assistance in 1987, with 97 percent of them having "formal, written relocation" policies. In 1981, the percentage was 4 percent.

Source: The 16th annual "Study of Employee Relocation Policies Among Major U.S. Corporations," by Merrill Lynch Relocation Management, 1987.

73. EAPs and work/family issues

Statistic: Family/marital problems, which include those associated with the conflicts between home and job responsibilities, comprise 30-35 percent of the caseload of employee assistance programs.

Source: Donald Phillips, president of COPE Inc., Washington, D.C., quoted in Work and Family: A Changing Dynamic, *BNA, 1986.*

74. Prenatal care costs

Statistic: The costs for prenatal and well-baby care in medical plans that offer both benefits total slightly more than $12 a year per covered employee.

Source: 1988 survey by the National Rural Electric Cooperative Association's of its claims experience in providing medical insurance covering more than 125,000 rural electric cooperative directors, employees, and their dependents in 40 states.

Statistic: Physician and hospital costs for initial hospitalization of babies with low weight at birth average $13,616, compared with $2,378 for babies with normal weight.

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Source: "Promoting Prenatal Health in the Workplace," Washington Business Group on Health, 1987.

Advocates of prenatal care and well-baby programs argue that such programs are cost-effective for employers, they reduce absenteeism by pregnant workers, and reduce the amount of time these women are out on disability maternity leave.

75. Productivity questions

Statistic: One 1987 survey found that 24.7 percent of working parents worry about their children while they are at work, either always or most of the time.

Source: The Boston University "Balancing Job and Homelife" study, 1987.

76. Work/family responsibilities

Statistic: Workers with the highest absence rate are women maintaining families alone who have three or more children, particularly women whose youngest child is under the age of six. These women lost 6.2 percent of their workdays each year. By contrast, married men with three or more children, with the youngest child under age six, lost only 1.9 percent of workdays per year.

Source: 1988 BLS population survey data.

This statistic indicates that women still bear the principal responsibility when children get sick or when regular day care arrangements fall through. BLS assumes this, without explanation: "Understandably, women have a higher incidence of absences during their childbearing years, especially women with children under age six."

77. Corporate nepotism policies

Statistic: A 1987 survey of 89 industrial firms, 11 banks, and 15 insurance companies conducted to examine current corporate responses to the dual-career issue found that a majority of the companies had nepotism policies that prohibited a relative or spouse from working in the same department, and a few had strict no-relatives policies. Seventy-three percent of the respondents said they expect to implement more liberal transfer policies, and many also expect to liberalize their flextime policies.

Source: "Corporate Policies Affecting Dual-Career Couples," Kenneth E. Newgren, C.E. Kellogg, and William Gardner, Advanced Management Journal, *Vol. 52, No. 4, Autumn 1987.*

78. Spouses working for the same company

Statistic: Twenty-five percent of married respondents to a survey conducted by two professors at Boston University

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said they were employed by the same company.

Source: The Boston University Balancing Job and Homelife Study, 1987.

79. Anti-nepotism policies

Statistic: Forty-three percent of the respondents' employers had an actively enforced, formal policy against nepotism, according to one 1986 survey.

Source: Survey of 252 members of the American Society for Personnel Administration, 1986.

80. Combining work and family lives

Statistic: A 1987 sampling of more than 1,700 career-committed mothers and their husbands indicated that seven out of 10 find it difficult to combine career and motherhood, but more than three-fourths are determined to make that arrangement work.

Source: "Working Partners: Career-Committed Mothers and Their Husbands," Alma S. Barron, Business Horizons, *Vol. 3, No. 5, Sept/Oct 1987.*

The survey found that although "women's work" is becoming shared "home work" (seven out of 10 husbands are offering help), the data showed that a significant number of husbands do not offer substantial amounts of help. Women married to men who offer no household help were the most pessimistic about having a successful career and a family.

81. Numbers of dual-earner families

Statistic: A government survey estimated that in 1987, 55 percent of all married couples were dual-income families.

Source: BLS survey, 1987.

82. Relocation refusal rate

Statistic: Relocation services that were polled in one survey estimated that 30-40 percent of employees' relocations involve two-earner couples. In 1983, the executive transfer refusal rate was 24 percent.

Source: Catalyst survey, 1983.

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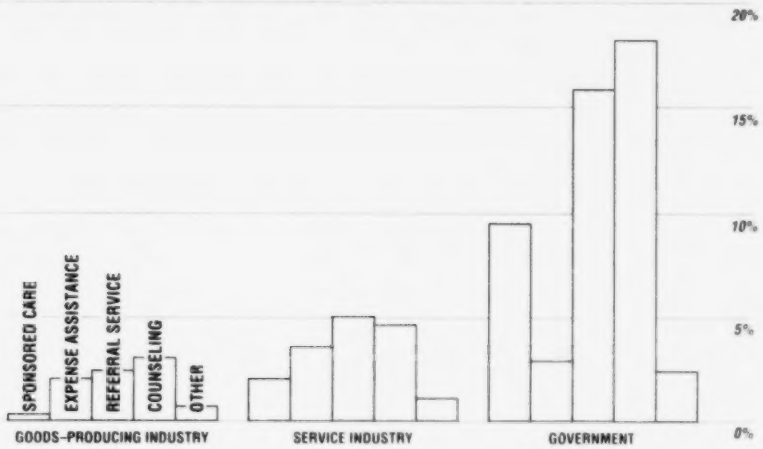
APPENDIX A

BLS Data: Family Benefits, Family Policies, Finding Child Care

FAMILY BENEFITS

Only 10 percent of all employers provide benefits directly related to child care, but the rate for government employers is above average.

(percent of establishments providing child-care benefits, by type of establishment and type of benefit, 1987)

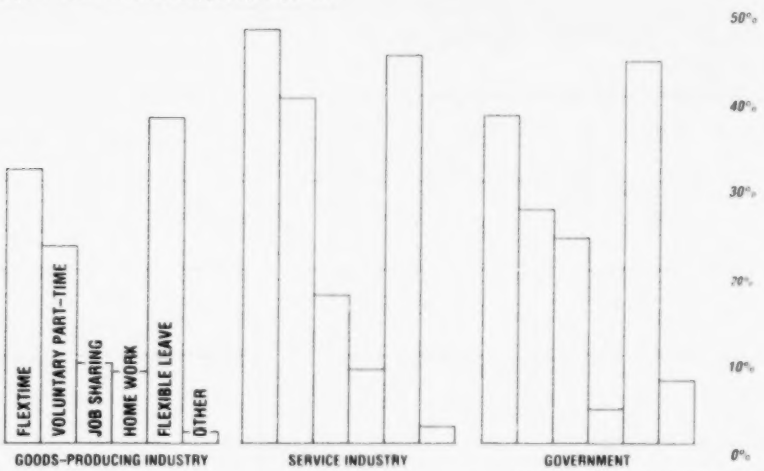


Source: Bureau of Labor Statistics, 1987

FAMILY POLICIES

Fully 60 percent of all employers have work-schedule policies that can aid parents in caring for their children.

(percent of establishments with work-schedule policies aiding child care, by type of establishment and type of policy, 1987)



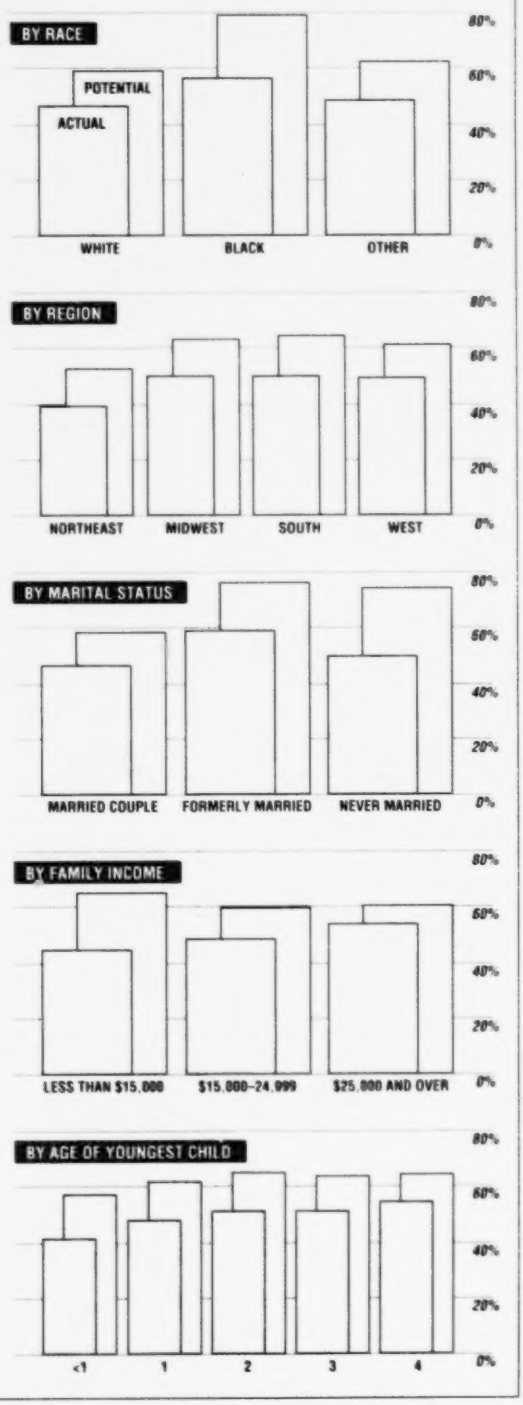
Source: Bureau of Labor Statistics, 1987

APPENDIX A (continued)

RAISING OUR POTENTIAL

If parents could find child care at a reasonable cost, women's labor force participation rates would rise.

(actual and potential labor force participation rates for women aged 18 to 44 with children under 5 years of age, by selected characteristics)



Source: June 1982 Current Population Survey

APPENDIX B

BLS Child Care Survey

Table 1. Establishments with 10 employees or more by number of employees, type of child-care benefits, and/or work-schedule policies aiding child care, summer 1987

Child-care benefits and work-schedule policies	Establishments with 10 employees or more			
	Total	10 to 49 employees	50 to 249 employees	250 employees or more
Total establishments (thousands)	1,202	919	236	47
Percent providing child-care benefits or services	11.1	9.0	15.3	31.8
Employer-sponsored day care	2.1	1.9	2.2	5.2
Assisted with child-care expenses	3.1	2.4	4.7	8.9
Child-care information and referral services	5.1	4.3	6.3	16.0
Counseling services	5.1	3.8	7.6	17.1
Other child-care benefits	1.0	.7	1.6	2.9
Percent with work-schedule policies aiding child care	61.2	62.0	58.1	59.4
Flexitime	43.2	45.1	37.7	34.9
Voluntary part time	34.8	36.0	32.0	25.1
Job sharing	15.5	16.0	13.7	15.7
Work at home	8.3	9.2	5.6	3.8
Flexible leave	42.9	43.8	39.9	40.2
Other leave or work-schedule policies	2.1	1.9	2.9	5.1
Percent with no child-care benefits or policies aiding child care	36.8	36.7	38.1	32.5

NOTE: The individual categories will sum to more than 100 percent because many employers provided more than one benefit or policy.

Table 2. Private and government establishments with 10 employees or more by type of child-care benefits, and/or work-schedule policies aiding child care, summer 1987

Child-care benefits and work-schedule policies	Private industry			Government
	Total	Goods-producing	Service-producing	
Total establishments (thousands)	1,128	272	856	74
Percent providing child-care benefits or services	10.1	6.3	11.3	26.4
Employer-sponsored day care	1.6	.3	2.0	9.4
Assisted with child-care expenses	3.1	1.9	3.5	2.9
Child-care information and referral services	4.3	2.3	5.0	15.8
Counseling services	4.2	3.0	4.6	10.2
Other child-care benefits	.9	.6	1.0	2.3
Percent with work-schedule policies aiding child care	61.4	51.3	64.6	57.2
Flexitime	43.6	31.3	47.5	37.5
Voluntary part time	35.3	22.4	39.4	26.7
Job sharing	15.0	9.0	16.9	23.5
Work at home	8.5	8.2	8.6	4.0
Flexible leave	42.9	37.3	44.6	43.7
Other leave or work-schedule policies	1.8	1.3	1.9	7.1
Percent with no child-care benefits or policies aiding child care	36.6	46.4	33.5	39.8

NOTE: The individual categories will sum to more than 100 percent because many employers provided more than one benefit or policy.

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APPENDIX B (continued)

Table 3. Private and government establishments with 10 employees or more by size of establishment, type of child-care benefits, and/or work-schedule policies aiding child care, summer 1987

Child-care benefits and work-schedule policies	Private industry			Government		
	10 to 49 employees	50 to 249 employees	250 employees or more	10 to 49 employees	50 to 249 employees	250 employees or more
Total establishments (thousands)	879	213	36	49	23	11
Percent providing child-care benefits or services	8.3	14.1	31.4	24.1	27.2	52.7
Employer-sponsored day care	1.5	1.8	2.7	10.2	4.1	13.2
Assisted with child-care expenses	2.4	4.9	10.3	2.5	2.8	4.3
Child-care information and referral services	3.8	5.5	14.6	17.9	14.1	12.0
Counseling services	3.1	6.5	17.0	18.6	17.9	17.4
Other child-care benefits	.7	1.5	2.7	1.5	2.9	9.7
Percent with work-schedule policies aiding child care	42.2	58.6	58.5	57.9	53.7	67.0
Flexitime	45.3	58.3	54.7	41.1	32.1	35.5
Voluntary part time	34.3	32.9	24.2	29.8	23.5	21.7
Job sharing	15.6	12.7	13.3	24.4	22.4	27.8
Work at home	9.4	5.7	4.0	4.2	4.1	5.6
Flexible leave	43.7	39.9	39.6	44.2	39.9	47.2
Other leave or work-schedule policies	1.6	2.5	3.0	8.4	6.9	9.9
Percent with no child-care benefits or policies aiding child care	36.5	37.6	33.1	40.2	49.0	30.7

NOTE: The individual categories will sum to more than 100 percent because many employers provided more than one benefit or policy.

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